

# RFU SHORT JUDGMENT FORM



Match	Leeds Tykes	Vs	Cambridge
Club's Level	Level 3	Competition	National League One
Date of Match	02/04/2022	Match Venue	Leeds

Particulars of Offence			
Player's Surname	Callard	Date of Birth	01/01/1966
Forename(s)	Jon	Plea	Admitted <input type="checkbox"/> Not Admitted <input checked="" type="checkbox"/>
Club name	Leeds Tykes	RFU ID No.	114140
Type of Offence	Conduct prejudicial contrary to rule 5.12		
Law 9 Offence			
Sanction	8 weeks		

Hearing Details			
Hearing Date	14/04/2022	Hearing venue	Remote
Chairmen/SJO	Sean Enright	Panel Member 1	Mitchell Read
Panel Member 2	Veryan Boscawen	Panel Secretary	Rebecca Morgan
Appearance Player	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Appearance Club	Yes <input type="checkbox"/> No <input type="checkbox"/>

Player's Representative(s):	Other attendees:
Mr Mike Bidgood of Leeds Mr Jon Callard	Andrew Ashwell Assistant Referee, Witness Kieron Henry Assistant Referee, Witness Angus Hetherington RFU Legal Counsel Josh Pieterse, RFU Discipline (observing)

## List of documents/materials provided to player in advance of hearing:

RFU bundle comprising of statement of charge, witness statment from referee and both assistant referees. Letter from Mike Priestley and Dr Tim Miller. Statement of Mr Callard and character statement of Mike Bidgood.

This matter arose out of the match between Leeds Tykes and Cambridge on 2 April 2022. This was a match lost by Leeds. Mr Callard was and is the Head Coach of Leeds. It was common ground between Mr Callard and the witness that he was disappointed with a number of refereeing decisions and remonstrated with the AR's at the end of the game on the pitch. He then approached the AR's at the entrance to their changing room where there was a further brief exchange.

Andrew Ashwell told us that after the match he and the other AR were walking off when Mr Callard approached screaming 'you're fucking useless and other things I could not make out.'

He told us that when they reached the changing room door Mr Callard approached again and 'came right up to me and said 'have you got something to say now?' he was asked to move away twice before he did so. His demeanor was aggressive. When cross examined he said 'he came right up into my personal space and was aggressive.'

Mr Kieron Henry the other AR told us that whilst walking off the pitch with his colleague Mr Callard approached and said 'you're fucking useless I'm sick of you all.' The AR said Mr Callard walked away, followed Mr Ashwell and berated him but could not hear what he said.

Mr Henry relayed the second incident that took place at the door of the changing room reserved for match officials. Mr Callard came up behind them and said 'I want to talk you you right now.' He was coming into their changing room and Mr Henry blocked him.

A video clip of the incident outside the changing room was shown to us and we thought it provided strong support for the evidence of both ARs. It was evident that Mr Callard had approached too close and that his presence at and around the door of the match officials was unwelcome.

Both AR's relayed a further encounter later in the bar when Mr Callard came up to them and shook hands and said words the effect of 'Alls fair in love and war.' The tenor of their statements and evidence is that this did not amount to an apology.

None

## Summary of Player's Evidence

Mr Callard gave evidence that he was very unhappy with what he perceived as failures by the ARs during the game. After the game he approached the ARs and was 'a bit angry.' He was aggrieved' by what had happened. He readily accepted that his conduct was 'inappropriate.' He denied called the AR's 'fucking useless' but he asserted the response of the AR's was dismissive and one was overbearing to him. He agreed that he had said 'I am sick and tired of you lot.' He also accepted that had sworn during this encounter.

As to the incident in the tunnel he denied being aggressive or intending to be aggressive.

We heard character evidence from Mr Callard and Mr Bidgood. The effect of which was that he had enjoyed a long and distinguished association with the game and had an unblemished record in respect of discipline. We accepted all that he said and were left with the feeling that Mr Callard regretted his conduct on the day in question.

## Findings of Fact

We found the evidence of each AR to be clear and internally consistent and consistent with each other. We could think of no reason why they might misremember or make up their accounts. We found that Mr Callard was very angry when he left the pitch and that the conduct alleged on the pitch and the changing room door amounted to conduct prejudicial to the interests of the Union and to the Game.

This is a charge contrary to rule 5.12 and therefore the penalty is at large. However, in accordance with current practice we had regard to the sanction table and to other decisions handed down by RFU panels.

We considered Mr Callard's previous character as mitigation but this was outweighed by the fact that he is a mature individual who has leadership responsibilities and knows the ethos of the game.

In the circumstances we felt that a ban of 8 weeks was necessary to meet the gravity of the offending. There are four weeks remaining of this season. The ban starts with immediate effect and will resume for the first four weeks of next season.

The terms of the ban are: that he may not attend any Leeds games save as a spectator without the access to the players and playing arena enjoyed by managerial and coaching staff. He may not coach or manage on match days, nor may be in contact with the Coaching Team via radio or phone to assist in coaching. In effect, he may attend only in the same capacity as a paying spectator would.

### Decision

Breach admitted  Proven  Not Proven  Other Disposal (please state below)

## SANCTIONING PROCESS



### Assessment of Seriousness

Assessment of intent - Ref 19.11.8

PLEASE TICK APPROPRIATE BOX

19.11.8(a) Intentional

19.11.8(b) Reckless

Reasons for finding as to intent:

Nature of actions - Reg 19.11.8(c)

Existence of provocation - Reg 19.11.8(d)

Whether player retaliated - Reg 19.11.8(e)

Self-defence - Reg 19.11.8(f)

Effect on victim - Reg 19.11.8(g)

Effect on match - Reg 19.11.8(h)

Vulnerability of victim - Reg 19.11.8(i)

Level of participation/premeditation - Reg 19.11.8(j)

Conduct completed/attempted - Reg 19.11.8(k)

Other features of player's conduct - Reg 19.11.8(l)

Assessment of Seriousness Continued

Entry point

<u>Low-end</u>	<u>Weeks</u>	<u>Mid-range</u>	<u>Weeks</u>	<u>Top-end*</u>	<u>Weeks</u>
<input type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/>	

\*If Top End, the JO or Panel should identify, if appropriate, an entry point between the Top End and the maximum sanction and provide the reasons for selecting this entry point, below.  
 In making the above assessment, the Panel should consider the RFU Practice Note as set out in Appendix 5 to Regulation 19. Significant weight should be given to RFU regulation 19.11.8(a), 19.11.8(h) and 19.11.8(i).

Reasons for selecting entry point:

Relevant Off-Field Mitgating Factors - Reg 19.11.10

Acknowledgment of the commission of foul Play & timing - Reg 19.11.10(a)	Player's disciplinary record - Reg 19.11.10(b)
Youth and/or inexperience of player - Reg 19.11.10(c)	Conduct prior to and at hearing - Reg 19.11.10(d)



Remorse and timing of Remorse - Reg 19.11.10(e)	Other off-field mitigation - Reg 19.11.10(f)

Number of weeks deducted:

**Summary of reason for number of weeks deducted:**

**Additional Relevant Off-Field Aggravating Factors - RFU Regulation 19.11.13**

**Player's status as an offender of the laws of the game - Reg 19.11.13 (a)**

Not applicable

**Need for deterrent to combat a pattern of offending - Reg 19.11.13(b)**

Not applicable

**Any other off-field aggravating factor that the disciplinary panel considers relevant and appropriate - (including poor conduct prior to or at the hearing) Reg 19.11.13 (c)**

Not applicable

Number of additional weeks: 0

**Games for meaningful sanctions:**

Apr 16 - Plymouth Albion (H)  
Apr 22 - Darlington Mowden Park (A)  
Apr 30 - Taunton (A)  
7 May - Cinderford (H) - rescheduled

Plus 4 additional pre-season or league games to be confirmed once the next season's playing schedule is known.

25/08/22: The four additional games to be included are as follows:-

20/08 v Esher (pre-season)  
26/08 v Rotherham (pre-season)  
27/08 v Bath v Coventry (pre-season)  
02/09 v Jersey Reds (pre-season)

**Sanction**

**NOTE:** PLAYER ORDERED OFF ARE PROVISIONALLY SUSPENDED PENDING THE HEARING OF THEIR CASE, SUCH SUSPENSION SHOULD BE TAKEN INTO CONSIDERATION WHEN SANCTIONING

Total sanction	8 weeks	Sending off sufficient	
Sanction commences	12/04/2022		
Sanctions concludes	02/09/2022		
Free to play	03/09/2022		
Final date to lodge appeal	03/05/2022		
Costs (please refer to Reg 19, Appendix 3 for full cost details)	£200		

Signature (JO or Chairman)	Sean Enright	Date	15/04/2022
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**NOTE:** YOU HAVE THE RIGHT OF APPEAL AGAINST THIS DECISION AS SET OUT IN REGULATION 19.12 OF THE DISCIPLINARY REGULATIONS. YOUR ATTENTION IS SPECIFICALLY DRAWN TO THE TIME LIMIT AND DIRECTIONS/REQUIREMENTS RELATING TO AN APPEAL SET OUT IN REGULATION 19.12.9

ANY PERSON SUSPENDED UNDER THESE REGULATIONS IS REMINDED THAT UNDER RFU REGULATION 19.11.16 THE SUSPENDED PERSON MAY NOT PLAY THE GAME (OR ANY FORM THEREOF) OR BE INVOLVED IN ANY ON-FIELD MATCH DAY ACTIVITIES ANYWHERE WHICH INCLUDES (BUT IS NOT LIMITED TO) ACTING AS WATER CARRIER/ RUNNING ON A TEE ETC